

# DELAWARE PROFESSIONAL STANDARDS BOARD

The Townsend Building  
401 Federal Street, Suite 2  
Dover, Delaware 19901

## Meeting Minutes

The Department of Education  
The Cabinet Room

October 1, 2015  
5:00 P.M.

**Members Present:** Diane Albanese, Amber Augustus, Jennifer Burton, Stephanie Dewitt, Nelia Dolan, Laura Glass, Cristy Greaves, Darren Guido, David Kohan, Rosaria Macera, Byron Murphy, Darlene O'Neill, Mary Pinkston, Stephanie Smith, Sue Smith

**Members Absent:** Linda Brown

**Others Present:** Chris Kenton; PSB Executive Director, Kathleen Geiszler; Deputy Attorney General, Kimberly Rodriguez; Secretary to PSB, Alonna Berry; TFA, Erin Fitzgerald; TFA, Tracy Roberts, TFA; Angelene Rivello; DOE, Jeremy Grant-Skinner; TFA, Laurisa Schutt; TFA, Jocelyn Stewart; Barclay, Paul Harrell; TFA, Donna Johnson; SBE, Liz Hoyt; Rodel

### I. Opening

Call to Order: Mr. Murphy, Professional Standards Board Chair, called the meeting to Order at 5:00 p.m.

**Approval of Agenda:** A motion was made by Ms. Macera and seconded by Dr. Smith to approve the October 1, 2015 Agenda – **The motion carried by unanimous vote 14 to 0.** (*Albanese, Augustus, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith*)

**Approval of Minutes:** A motion was made by Dr. Guido and seconded by Dr. Greaves to approve the minutes of September 3, 2015. **The motion carried by unanimous vote 14 to 0.** (*Albanese, Amber Augustus, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith*)

### II. Public Comment

None

### III. Executive Director's Report

- Went to DASPA group meeting with Angeline Rivello to do a presentation on the PSB regulations
- Presented to the State Board of Education Regulations 1559, 1583, 1595, 1560, 1563, 1564, and 1571
- 1559 Skilled and Technical Science; 1583 School Psychologists and 1595 School Certification Program is out for discussion and will be out for public comment the month of October.
- 1560 Art Teacher, 1563 Music and 1564 Physical Education were all approved by the State Board of Education with no changes from the past five years
- 1571 Exceptional Children Special Education Teacher was approved unanimously by the State Board of Education
- Flex Program was approved for two cohorts by Secretary Murphy

- Conference call with Pearson regarding EdTPA prior to the LCCC meeting
- Met with the Licensure and Certification Criteria Committee
- Met with Erin and Maria regarding 1502 and 1506
- Met with Jennifer Davis from the Department of Education to discuss School Counselor regulations
- Met with Stephanie LoBiondo from Wilmington University regarding the School Counselor regulations
- Met with Mr. Murphy regarding the Professional Standards Board agenda
- Had several phone calls with Teach For America regarding the Lead Application
- Met with the Register of Regulations to help speed up the process for the approvals of the regulations

#### **IV. Action Items**

##### **A. 1595 – Application - Lead for Delaware**

- Last month the application was brought before the PSB and no motion was made to move the application forward
- Special Guest, Lead For Delaware will give a presentation on the changes made to the program based off the feedback at the last meeting. Lead For Delaware met with the LCCC and gave them a similar presentation

#### **Special Guest – TFA**

Jeremy Grant-Skinner & Laurisa Schutt gave a presentation on the changes made to the Lead For Delaware Application.

#### **Requirements**

For School Principal Certification Programs regulation 1595 lists five requirements:

- 200 hours of professional development before any clinical experience with 350 hours in professional development in year and would focus on 26 school leaders competencies outlining what effective principals in low income communities know and are able to do
- Requirement number two is for 600 hours of clinical experience so participants have varied opportunities to practice leadership skills. Lead for Delaware would include two clinical experiences. One would be a full time summer school administrator role and the second would be a year-long clinical experience that is school based. The same principal mentor would oversee both of the clinical experiences for consistency. All mentors would either meet or exceed the States minimum qualifications for that role. They will supplement this support by providing one on one coaching in particular areas of expertise
- Lead For Delaware would meet requirement number three by providing one hundred hours of continuing professional development in year two. This is during and after the clinical experiences. This would be full Saturday sessions and during a few visits to study excellent schools in low-income communities across the country
- Requirement number four relates to DPAS. Lead For Delaware would incorporate into its modules training for the current evaluator system and any other approved alternative evaluation systems. During the two years the participants would have ongoing meaningful opportunities to practice and reflect on cycles of observation and feedback.
- Requirement number five relates to the accountability. In order to be certified, a participant needs to successfully complete all of the program requirements and needs to master all of the school leader competencies and has to have their readiness validated by a standardized assessment score. On the program side, Lead for Delaware's own evaluation would incorporate feedback from participants and LEA partners on all of the program components

*Stephanie Dewitt arrived @ 5:15 p.m.*

Five changes made to the program are:

1. More instruction by principals in the program. They expanded the instructional role of principal consultants so that 100 percent of in-house Lead For Delaware PD Sessions

would be co-facilitated by a principal for every session. Also wanted to provide more comprehensive information about the program faculty. This includes instructors from partner organizations and potential principal consultants.

2. Added an appendix and letters of support that speak to the training and experience of Jeremy Grant-Skinner
3. Amended the applicant qualification to state that the general expectation is for an applicant to have at least five years of prior experience. Made more explicit what the cut score is for the rubric that will be used for the behavior event interviews
4. Outlined a sample of appropriate leadership practice activities for the clinical experiences and provided a description of the principal mentor role. Also shifted some of the hours from the second school year to the summer based on the manageability of year two from the cohort members.
5. Revision five is combining three other minor changes. Adjusted the professional development hours in year two, adjusted the annual cohort sizes and updated the budget.

Questions were noted about the approval for money that the State is paying for the program. Members feel that TFA is taking money from the classrooms.

Questions were asked about the 2<sup>nd</sup> year. Comments were made by Jeremy that it is up to the LEA about the release time.

Questions were asked about what is in it for the LEA and if the district invests money in the person, could the district state that they invested a lot of time and money they would hire them?

Answer – Unless the district sees a person, they may want to keep the person.

A comment was noted about the qualifications of the people doing the training and the ones coming from out-of-state. Are they ready to come to Delaware? Jeremy mentioned that there are no official commitments however they have commented that they want to work with the program.

A recommendation was made to move the application to the State Board of Education for consideration and approval by Dr. Greaves and seconded by Dr. Guido.

***A roll call vote was done. The motion passed with 13 yes and 2 no's.***

*(Yes – Albanese, Augustus, DeWitt, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, St. Smith, Su Smith) (No – Burton, Dolan)*

#### **B. 1502-Professional Growth Salary Increments -For Publication**

The Executive Director commented that a recommendation was made to change the name of the regulation to graduate level salary increments. Some of the changes that were made were in the language in Section 5.1.2 and 5.1.3. The LCCC met and made a few minor edits and approved the current version unanimously. Angelene Rivello gave an overview of the history on this regulation. Some changes that were made were in section 4.1 the bulleted list was removed and put into paragraph form.

The first approval comes from the district and they are free to write a justification as to why it is related to their work. Conversations were noted regarding specialist in this regulation. A motion was made to send 1502 to Publication from Mr. Kohan and seconded by Ms. Albanese. **The motion carried by unanimous vote 15 to 0.** *(Albanese, Augustus, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith)*

#### **C. 1506-Emergency Certificate - For Publication**

The Executive Director mentioned that the major change in the regulation is the date being changed to November 1<sup>st</sup> for the district to ask for an emergency certificate. 4.1.4 was stricken and one date was missed in 5.2. 5.2 is now November 1<sup>st</sup>.

Ms. Rivello mentioned that the online emergency plan and the district would follow regulation 1506 to get the emergency certificate. September 30<sup>th</sup> the unit count comes into play. Currently, the only way to get an emergency certificate is to ask the Secretary of Education for permission or if the district cuts the teachers loose. A motion was made by Sue Smith and seconded from Stephanie Smith to move forward for publication – **The motion carried by unanimous vote 15 to 0.** (*Albanese, Augustus, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith*)

#### **D. 1522-Elementary School Counselor -For Publication and 1545 Secondary School Counselor – For Publication**

The Executive Director commented that recently Wilmington University came and presented to the PSB the changes that they were making to their school counselor program. The LCCC took a look at their program and compared it to what is going on regionally as well as nationally. In 2013, 1522 and 1545 were changed to require 30 credits from the 27 that were previously required and an ethics course was mandated as well. Wilmington University is currently the only IHE in Delaware that offers the school counselor program. The LCCC has proposed that the PSB make changes to the regulation and increase the rigor to 39 credits. The LCCC has asked that we require more credits in the future to match up with what is going on regionally and nationally. NJ requires 48 credits, Maryland 48, Pennsylvania 54. The LCCC would like to propose that the PRAXIS exam be approved that goes along with the certification as it is already a requirement for Graduation at Wilmington University. The Executive Director would like to include the Non – Regulatory note at the top of the regulation that mentions that a PRAXIS exam may be necessary. A suggested date of January 1, 2017 to go into effect. Wilmington University understands that additional credits may be required in the future.

The Executive Director commented that if you come from the CACREP program that had 60 credits built in you will be o.k.. Additional discussions, comments and questions were noted about the CACREP program being a specialty program. The Executive Director mentioned that there is a need to look at Regulation 290 to see if the wording is ok. Barbara VanDornick is a great contact for the answer to this. The regulation was originally approved in 2013 and it drove the discussion with the LCCC that the rigor needed to be increased and they felt that changes needed to be made. A motion was made to Table 1522 Elementary School Counselor and 1545 Secondary School Counselor For publication by Dr. Greaves and seconded by Ms. Burton. **The motion carried by unanimous vote 15 to 0.** (*Albanese, Augustus, Burton, Dewitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith*)

#### **V. PSB Standing Committees**

1. The Licensure and Certification Criteria Committee met last Wednesday and presented 1502 and 1506.
2. Jeremy Grant-Skinner presented the changes for the Lead Program
3. Pearson presented the EdTPA. Working with ETS and Pearson around the assessments
4. The LCCC will meet next month
5. Will have items to move forward in February

#### **VI. Other**

The November 5<sup>th</sup> meeting is currently scheduled for 5:00. The Executive Director would like to move the meeting to 3:00 P.M.. He was asked to attend a meeting in Los Angeles to assist in writing a grant for civics education. A motion was made by Dr. Glass and seconded by Mr. Kohan to amend the calendar to reflect the changes made to the meeting start time to 3:00 p.m. rather than 5:00 p.m. **The motion carried by unanimous vote 15 to 0.** (*Albanese, Augustus, Burton, DeWitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith*)

#### **VII. Public Comment**

None

#### **VIII. Adjournment**

A motion was made by Dr. Greaves and seconded by Dr. Guido to adjourn the meeting. **The motion carried by unanimous vote 15 to 0.** (*Albanese, Augustus, Burton, Dewitt, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Stephanie Smith, Sue Smith.*) The meeting adjourned at 6:30 p.m.

During the course of this meeting, the Professional Standards Board may enter into Executive Session to consider strategy with respect to pending and potential litigation or with respect to personnel issues. The Professional Standards Board may also take breaks. The times designated on the agenda are approximate and are listed for administrative purposes only. The Professional Standards Board reserves the right, pursuant to Section 10004(e) of the Freedom of Information Act, to hear any matter out of its order during the meeting.